

I haven't forgotten this and thought it may have been mixed-up or lost after AOL shut-down my account around this time for about a week, it's been back-up for probably over a month now (AOL nixed this account after claiming I was sending garbage to others via e-mail, which was true; I was getting so much spam I began sending it to companies' spam addresses and if I was endlessly spammed I'd answer repeat spammers/scammers with a brand of my own noise). Of course, if you do it, you pay for it; all of the e-mail I signed-up for probably didn't get to me during that time which was around ten days. I've lost some permanently. Simply put, as far as this issue goes, you'll likely find a lot of names at Blue Ridge Health Care who work at Kroehler Furniture. That would seem odd, but what Kroehler (and Foothills Staffing) both do is send people to Blue Ridge Health Care in Morganton, on their own dime, off the clock--no one is paid to go out there or return. Employees are told to hurry back to Kroehler (in Conover) like I was told, so I did--what they don't tell employees is the "test" they'll be taking in Morganton could cost them. As far as I know, most take the test at Blue Ridge and do fine (I think it's in their physical therapy room but would actually have to drive out there again to be sure and I don't want to--this has been probably several years ago, the "test" being this machine you get on, flailing your arms and legs as hard and fast as you can for a score--it's a strength test of some sort you may know of already, I tried looking it up online but haven't found a decent example yet and doubt I'll ever find one; it's like a massage table but not really, I've been in several weird machines and have yet to see another one like that anywhere). Anyway, it's an easy test most people score enough to pass on--some, however, flunk. They either didn't understand the test or botched it somehow--or they didn't have what it took to begin with. The test is supposed to tell Kroehler (and Foothills Staffing and possibly other temp services at Kroehler involved in this) your future as an upholsterer. In theory, if you couldn't hack the test that means you'll fail at upholstery too, so will never be a decent prospect.

Why they don't tell employees much--if anything, during hire or afterwards--is that Foothills and Kroehler are trying to get people into Kroehler by telling them as little as possible and keeping them there after they arrive--telling them as little as possible the entire time they are there is what the both of them do. That's the overall idea that took me too long to figure out--the overall scheme is retention however they can pull it off. There is no bottom with Kroehler or Foothills. It is a conspiracy of the few against the many--in some cases, it's a conspiracy against the individual employee. Those who fail the test get a dollar less on their checks in return with no warning beforehand; that's a huge problem because it happened to me. Those who flunk the test (it is my understanding that most pass) probably won't be doing upholstery although they also still *will*. Kroehler (and Foothills) typically starts people off on its ottoman line. Upholstering ottomans (frames are made before they get to upholsterers, of course) is apparently easier than upholstering sofas or chairs. I noticed that the few who bombed the test still made ottomans (on the ottoman line) but at a dollar less than they did before. That, of course, is fantastic for Kroehler (and Foothills, too) but not for labor. If people also fail the test and can't do upholstery in reality, Kroehler will offer them something else, like working in another department or driving a forklift for Kroehler the latter of

which I was soon and eventually offered that I refused. While I did learn about upholstery, I learned more about bad employment practices and the executives who have to have it all. It is probably beside the point that I found upholstery to be easier than it looks--it's not rough, nor a back-breaker, you don't really get dirty, or overly exhausted, but if I failed anything, it's head games about pay. Those started immediately--before I even got to Kroehler to pick-up a staple gun (I did well enough in the program--if I didn't, and was bad at it, I wouldn't be here--some people can't do it, or do a lousy job, I was not one of those people). Kroehler, of course, doesn't tell anyone about their possible upcoming pay difference, but employees on "the floor" at Kroehler will tell you because they're not greedy executives out to fleece the poor. It's how I found-out about it all: Everyone around me told me what was going to happen when I got to Morganton, especially if I flunked.

As a result, I also told others hired after me heading out there the truth about their near future that might never go away; an appointment is set for you by Kroehler at/and Blue Ridge. One woman hired soon after me who flunked wasn't happy about the news but I noticed she was still on the ottoman line--for a dollar less than she was making before. She was still clearly upholstering, but for less, which was "her fault" for doing poorly on something she wasn't told about entirely to begin with because no one is. No one told her about the scam she was headed to in Morganton although, again, we all told her. As a result of being bounced out of Kroehler for their going back and forth about my pay I do not know her name and know only a few full, legal names after all this time. As a result of having a huge problem with it all I was essentially bounced out of Kroehler by Brian Moretz (whose name I'm guessing at spelling, I only heard his name on the intercom and never saw his name on paper). Moretz is Kroehler's GM. Finding a witness won't be easy. You would find plenty of witnesses, though, if you asked Blue Ridge Health Care why employees from Kroehler Furniture have appointments and are listed possibly in a sign-in sheet out there--my guess is they're still doing this after recently seeing a posting about it on Indeed. I had an appointment with Blue Ridge made for me by Kroehler so maybe my name is still out there--I might have two appointments, actually, as I missed the first one entirely so they set me another one (I was way-off about how far Morganton was from Conover) as would possibly also be listed: \*\*\*\*\*, \*\*\*\*\*, \*\*\*\*\* (who as a result of my looking for more and current info about this online I found \*\*\*\*\* is dead). Other names I recall I don't entirely know. What's disturbing is that health care may have a connection to this--that's the part that shouldn't happen that bothered me. I filed an ethics complaint with Blue Ridge months ago that I'll have to find on my lap-top. Health care already has a bad rap especially due to cost--health care horror stories make the news too often (I'm under "Obamacare" so have avoided such pain). When I was being sent to Morganton by Kroehler HR, I asked Kroehler HR if we were going to be hired permanent or not--being in an HR office within my first few days at Kroehler had me thinking we might be hired permanent. Because I got duped by Foothills for signing-up for less to begin with, I asked Kroehler HR if we were going to be making \$13 an hour or what. But I never got a straight answer or warning from Kroehler HR about pay--they certainly didn't mention my possible future pay cut if I did poorly in Morganton. Of course, what they do tell you is what an opportunity it is to be sent

to Morganton to take a test "Olympic athletes take." That's how it's sold. But Olympic athletes could strike gold, or at least maybe silver, not \$12 an hour. As indicated, I'd already been stiffed by Foothills Staffing from the start and wasn't the only one. As a result, I think Foothills routinely stiffes people; as I was filling-out an application for this someone came-in with a shorted check--within a few minutes, I would join him. I was told by Foothills upon hire that the upholstery training position at Kroehler "Didn't pay \$13 an hour" so I signed for \$12 an hour, realizing soon afterwards via Indeed that I'd been had. The job posting I'd forgotten said "\$13 an hour" (it took me a bit to decide whether to sign-up for the upholstery program). Pay has increased since to \$17/18 an hour, I'll have to go on Indeed and find it. I wasn't the only one who got duped at Foothills--someone else quit right away when they learned they'd been jipped--that people doing the same thing as they were, were making more. They were so peeved about that they soon quit. I regret that guy left so soon; I believe he would have had something to "officially" say about it as I soon would and am now. I got sent to "Panels" as a result of essentially refusing to take the test in Morganton--I intentionally went through the motions as slowly as possible in physical therapy, probably reaching a record low score. I was already edgy after being duped into signing-up for less by Foothills; I began to harass Foothills by re-applying for the position they knew I was already at. Indeed did not "know" I was already in the upholstery program so kept sending me notices--so I kept re-applying for a job I was already doing to annoy Foothills--to remind them how they jipped me. While I was working in "Panels" (where I was for a few or several weeks, it's been awhile) I noticed I got a raise to \$13 an hour on my check.

I figured Foothills had finally given in--I thought they'd decided to "let one through." After being in "Panels" for awhile--and enjoying the pay raise, proving the "test" pointless--I got sent back to the ottoman line where my next check was \$12 an hour. How Kroehler gets away with this is paychecks read "GENERAL LABOR." That's how they can move you around--with no specific job description, that gives them far too much wiggle room especially if you resist or have a gripe--or bomb entirely in Morganton. "GENERAL LABOR" gives them the option to tell stories, omit and deny facts, if and when it goes bad and it sometimes goes bad right away because people quit when they learn they've been duped, misled and/or lied to. I won't quit, though. I'll fight because I'm going to lose, anyway, but they lose, too. Instead of qualified people upholstering their furniture they have to scramble to find someone else or get stuck with deadbeats--such are the results of greed. When I returned to "ottomans" I soon afterwards had this gestapo-like meeting I got corralled/sweet-talked into (by the ottoman manager who accompanied me to an office like I was headed for some ice cream and not a chopping block/inquisition) with the Kroehler brass and Kroehler HR, the first class telling me I knew what I was getting into by going to Morganton because "HR told you about the pay difference if you flunked." In truth, they didn't tell me or I would have never went out there--and neither would anyone else. They would leave Kroehler, though, and probably never return. Foothills and Kroehler know that so tell people nothing. Not appreciating at all Kroehler's secret-police tactics of Them vs. Me in a back-room, I sent Kroehler HR an e-mail afterwards of what I thought about their CIA approach. I was the only one

to get that as far as I know; everyone also knew, though, that I'd refused to take the test making me some sort of upholstery celebrity--whose star was about to fall. Telling the system to go to hell via e-mail got me bounced out of Kroehler like I was in a bar--I was escorted to the door by Brian Moretz who does The Man's dirty work. Moretz claimed he didn't know what it was about as he told me to get my stuff--I was on the ottoman line at the time, doing upholstery. Foothills, upon hire, told me to never ask Kroehler anything--that I worked "For us and not Kroehler." That was an odd statement. When I got to Kroehler, Brian Moretz told me not to ask Foothills about anything anymore "You're in here now, that woman at Foothills knows nothing." That's an example of the head designed to keep people ignorant. Kroehler' secret police czar (some wealthy-looking white guy whose name I do not think I ever got--we all know who those people are) in a meeting that only ticked me off, told me I could drive a forklift instead of doing upholstery--I sure could. At probably \$9 an hour if I was stupid enough to get on a forklift. He also told me working in "Panels" wasn't "real upholstery" which was somewhat true. I noticed we had it easier in "Panels" than others did upholstering sofas--but they don't tell you that, either. They intentionally tell you as little as possible and if you start asking questions, invent a maze where you never get a straight answer. All of this is how Kroehler gets people in the door and keeps them there--they clearly often fail. It is a conspiracy entirely--everyone in Kroehler management was in on the scam and so is everyone at Foothills Staffing. They all know because everyone knows. I put this in Word, too, in the event you can't take attachments plus its obvious length. I also have another case with Wanzl that has nearly consumed my life. If I filed a case for every time I, or some else I saw, got stiffed I would have no life whatsoever and neither would do the DOL. I had forgotten until looking online for more that Kroehler's schedule was also a beast--it was a mandatory six-day workweek I'll never do again--and another reason to keep wages down however they could pull it off. Brian Moretz openly told us in a meeting how miserable he was to have to work Saturdays--he was openly complaining of a lack of a sex life because of the schedule. It's what he gets thanks aw

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